

<u>Executive:</u>		<u>Attendance</u>
Chair	Al Shaw	Present
Vice-Chair	Leslie Veldman	Present
Past Chair	Regan Pfaff-MacDonald	Present
Secretary	Cecily Chiles	Present
Treasurer	Wayne Pease	Absent
Ministry	Kenji Marui	Present
	Pat Morrison	Present

<u>Committee Representatives:</u>		<u>Attendance</u>
AOTS	Al Grimwood	Absent
Christian Development	Shirley Willis	Present
Communications	Christopher Cooke	Present
Congregational Care & Growth (CCC&G)	Bev Walkling	Present
Finance	Paul Cooper	Present
Region Rep	Kenji Marui	attendance noted Ministry
Outreach	Paul Cooper	attendance noted Finance
Ministry & Personnel (M&P)	John Cooke	Present
Re-opening	Marion Staples	Present
Planning	Jim Wicks	Present
Property	John Cooke	attendance noted M&P
Proclamation and Special Events	Bev Walkling	attendance noted CCC&G
Trustees	Pete Melanson	Present
Worship	John Baxter	Present
Music Director Search Committee	Joanna Catterson	Present
	Brian Eagleson	Present

The Meeting was held via Zoom with 17 participants, as per adjournment and began at 7:00 pm. There was a quorum.

**1. Devotion**

Paul Cooper on behalf of Finance.

**2. Approval of Agenda**

**MOTION: to approve the agenda.**

**[Marion Staples/ Shirley Willis]- Carried**

**3. Approval of Minutes**

**MOTION: to approve the Council meeting minutes from June 1, 2022.**

**[Pete Melanson/ Leslie Veldman] - Carried**

**MOTION: to approve the minutes of Council executive email meeting June 22. [Christopher Cooke / Shirley Willis] - Carried**

**MOTION: to approve the minutes of Council executive email meeting September 29, with amendment to list of attendees. [Christopher Cooke / Paul Cooper] - Carried**

**4. Business Arising from the Minutes**

- None

## 5. Correspondence

- Letter of thanks received from Sally Shaw, in reply to Grace's letter congratulating her on 30 years in ministry.

## 6. New Business

- None.

## 7. Pastoral Team Reports and Teaching

### Pat's ministerial report

- Since I was last with you I had a 3 month sabbatical where I was studying to answer the question *What is ailing our youth?* My time away was fruitful in that I was able to rest my body and engage in leisure, and I was able to focus my attention on the question at hand, find some answers, and begin engaging colleagues, members of the congregation, and youth in dialogue not the topic.
- I just returned from three days with my Resonance Project cohort in Chicago where we focused our attention on Rosa's theory of uncontrollability and how it applies to congregational life. The Resonance Project has been instrumental in helping me understand the moment we live in, as a congregation, and how we might move forward in our planning and visioning.
- After 3.5 years of a modified position description (after Brad's departure, the onset of COVID, Kenji's arrival, sabbatical, and summer) I am focusing my attention on getting children, youth, and family programming up and running.

### Kenji's ministerial report

- Throughout the summer, I joined the roster of Sunday worship leadership at seniors' homes (where Grace people are residents and/or located in north Sarnia), kept "downtown office hours" at DiversityED, and helped out with meals at the Inn of the Good Shepherd. I fulfilled my term as co-chair of the Worship Team for the United Church's triennial national meeting in July.
- With the fall season and as we continue to emerge from the pandemic, looking forward to working with Pat in earnest, and finding a work routine.
- I am in the early stages of a "Compelling Preaching Initiative" with Luther Seminary, led by former professors of mine who invited me (and Grace, by extension) to participate. More details will follow.
- Regarding the Resonance Project, Pat and I returned from our respective cohort meetings last week and with a grant cheque in hand. We will continue to share the ideas and imaginings of Charles Taylor and Hartmut Rosa and seek to implement this theory into congregational practice. Again, more details will follow!

## 8. Ad hoc committee reports

### Music Director Search committee

- The Music Director Search Committee consists of Brian Eagleson, Sheila Scott, Jim Wicks, and Joanna Catterson (Chair). This committee was formed at the request of the Grace Council and met initially in May to develop a congregational survey to help assess the musical needs and wants of the congregation. This survey was distributed in June to the congregation both electronically and in hard copy form. At the end of May, an exit interview was conducted with Glenn to help as another data point to support our search. The results were collated and a job posting was created at the end of June. Key results of the survey included the need to hire someone who was versatile and could provide us with a wide range of musical styles, had experience leading a choir and congregational singing, could work with the band, children, and guest musicians, and would support the worship experience through music. The job posting was left open throughout the summer. It was distributed through the weekly email blast, on the Grace website and Facebook page, in the Antler River Watershed newsletter, and through musical connections in Sarnia and London. We had two candidates apply to the positing, which closed at the end of August. The committee met again in September to review the applicants and decide on an interview process. Interviews were held on Sept. 27. After careful consideration of both candidates, reference checks, and a follow-up discussion, the committee has decided on their preferred candidate.

- The candidate is an experienced church musician and has served in various churches since 2009. He is currently the Music Director at a United Church and has held that post since 2013. He has credentials in both classical and jazz piano, has accompanied a variety of choirs in Toronto and London, is a rehearsal and show pianist for musical theatre, does contract work as a pianist at a funeral home, has performed in a number of choirs, and has worked in schools to provide music instruction. He has worked with our ministerial team during Regional activities and both Kenji and Pat have expressed support for adding him to our team. The committee feels that he is an excellent candidate to help lead us moving forward in a contemporary, progressive, and inclusive music ministry
- The committee would like to recommend that Grace Council hire Marque Smith as our Music Director for an annual amount of \$33,500 plus HST to start on Oct. 30, 2022. This amount is in line with the RCCO salary guidelines for a person with the candidate's qualifications and experience. As a reminder to Council, the Music Director is a part-time (20 hours) contract position. As such, the person in the position is paid a pre-determined amount annually to provide music for services as set out in the contract.
- The Committee would ask that that in order to preserve the integrity of the process, Council members refrain from speculating about the identity of the person until it is announced at the meeting and to keep the information confidential until the candidate is notified of approval.

Submitted by: Joanna Catterson

**MOTION: that Marque Smith be hired for the position of music director at Grace United Church for an annual fee of \$33,500 + HST for a contract until the end of December 2023. Council will review the contract prior to contract being issued [Joanna Catterson / Christopher Cooke] - Carried.**

#### Investment Policy ad hoc committee

- A draft copy of the proposed policy has been completed. Following a final review by Finance and Trustees, the policy will be presented for final review at the November council meeting.
- The Legacy Fund GIC renewal recommendation is an example of how this policy will be administered.

#### Short-term deficit reduction ad hoc committee

- A list of cost savings and revenue improvement items has been generated. Total value of the items meets the mandate of the committee (approx. \$40K). This list will be used when preparing the 2023 budget starting in November. Implementation timing of the deficit reduction items will be determined by Council.

#### Re-opening

- Passed a motion to remove the remaining masking tape on the pews
- Worship to discuss the possible wording for email blast notifying congregation of the above change
- Motioned passed that the wearing of masks during singing be a personal choice upon the approval of Council
- The Reopening Committee upon the completion of their duties be disbanded.
- Motion passed that the Re-Opening Committee recommends to Council that the next time they form an ad hoc public health committee they include at least 2 public health professionals either active or retired. Government guidelines and United Church Guidelines should also be reviewed.
- There are no restrictions on soup luncheons or Sunday coffee. They can be resumed.

Marion Staples

**Motion: that Council approve the recommendation from Reopening Committee to remove the remaining Covid restrictions of mandatory masking while singing [Marion Staples / Leslie Veldman] - Motion Defeated. (3 votes in favour, 6 votes opposed, 2 abstentions)**

Discussion: Council heard arguments for and against requesting masking during congregational singing. There is ongoing concern for virus transmission while singing, and the health of people attending services.

- The Reopening Committee on completion of their mandate asks Council to discharge the members of said Committee of their duties and responsibilities. **Motion: to discharge the members of the Reopening *ad hoc* committee of their duties and responsibilities. The outstanding restriction of the Safety Plan, around masking while singing, be given to Council to manage. [Marion Staples / Shirley Willis] - Carried.**

Discussion: The committee believes that it has completed its work. Council agreed that it could continue to administer the Safety Plan. Council expressed its thanks to Marion Staples and all members of the Reopening committee for their hard work and leadership.

## 9. Key Ministry Committee Reports

### Worship

- For a variety of public health reasons wearing a mask during worship services is still recommended, but optional; however everyone is requested to wear a mask when singing.

**Motion: to approve the recommendation from Worship Committee that wearing a mask during worship services is still recommended, but optional; however everyone is requested to wear a mask when singing [Shirley Willis / Paul Cooper] - Motion was ruled "Out of order"**

Discussion: The motion is covered in the existing Safety Plan and does not represent a change to current practices. Motion was determined to be out of order.

The existing Safety Plan (Rev. 16) is what we are operating to currently. Council should include the Safety Plan as Business arising on the agenda at every meeting.

Following the update on the Reopening Committee, Gord Walkling proposed to the Committee to make a motion to Council to retain the current masking requirements during periods of singing during worship services.

Supporting information was provided that focused on virus transmission modes and the uncertainty regarding current provincial infection rates. There was additional information that John Baxter had provided to Gord that also focused on the uncertainties of future virus spread. Some members of the committee indicated that mask wearing during singing is not a major inconvenience, particularly during a time when uncertainties still exist regarding virus transmission. The committee voted on and supported a proposal to make a motion to Council to "Continue to make mask wearing mandatory for singing during worship services in the Sanctuary". The proposal was passed and the committee also noted that this requirement would be reviewed regularly and updated proposals would be made, based on available information.

- Tech team recruiting: Currently, there are 3 volunteers who are providing this support for the weekly worship services, and there was recognition that increasing the numbers is required for sustainability. It was noted that many people are uncomfortable with computer technology, which may be a barrier to attracting new volunteers. The committee continues to look for solutions to increasing the tech team ranks.
- Greeters and Offering: There was general discussion about returning several components of worship services that were modified following reopening. The 2 items that were raised were returning to rotating volunteer greeters in the narthex and offering via passing the plate. There was some discussion about the weekly number of greeters that would be required and how scheduling would be managed. Sign-up sheets and personal contacts were the ideas that were suggested. Related to the availability of greeters was the concept of returning to the traditional "passing the plates" mode of collecting offering. This activity is generally carried out by greeters, so the logistics of carrying out the collection with fewer people was a potential barrier. The committee continues to work to adopt changes to enhance the worship services.

John Baxter

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**Christian Development**

- CD programming is starting up again this fall, starting to see kids returning.

Shirley Willis

**Congregational Care & Growth**

- Committee met on September 21.
- Discussed coffee hour after worship and whether to resume. At this time there is no one to coordinate the coffee hour. However, it was agreed that Room 1 should be set up with table and chairs for those who would appreciate a greater opportunity to visit and spend time with others. Committee will discuss coffee hour at future meeting, may need a volunteer from outside the committee to coordinate the coffee time in Room 1.
- Holding a Seniors Drop-in next Friday, Oct. 21.
- Benevolent fund balance as of Sept. 20 was \$955.04.
- Hoping to set up CPR and Defibrillator training this fall. Anyone interested is asked to contact Bev or Lori in the office.
- Committee is sponsoring a number of people using the church building.

Bev Walkling

**Proclamation and Special Events**

- Held a meet and greet for candidates of the municipal election in Sarnia. This event brought in many people who had never been in the church. Church received many thanks for hosting this event on social media. Chris Cooke thanked the committee for hosting this event and commended members for how well it was organized.
- A suggestion was made by Barb Porter to plan a worship service at Lambton Centre in spring or summer. Suggestion to have outdoor worship, bring a lunch, have a picnic together. Opportunity for committees to work together to plan.

Bev Walkling

**Outreach**

- Continued with support for the Inn of the Good Shepherd. 118 pounds of food were delivered to the Inn after Food Bank Sunday. 82 clients were served at the September meal. Many thanks to the volunteers who support this ministry.
- Grace also donated \$1000 to the Inn to help with their many programs due to the generous cash donations made by the congregation.
- The refugee committee continues to work with the Al Mudeer family as they approach 12 months in Canada in early November.
- Focus is now shifting to the support that may be required post the formal 12 month commitment period.
- Thank-you to the congregation for their generous support following the September appeal.

Paul Cooper

**10. Governance and Support Committee Reports:****Finance**

- The operating budget summary up to the end of September was communicated to the congregation via the weekly email blast. 2022 shows a deficit of \$8.1K versus a deficit of \$22K for the same period in 2021. Givings and rental revenue are higher in 2022 as are property and staffing costs.

Paul Cooper

**Planning****Visioning**

- The Planning Committee is working through what we feel should be its role in the fabric of Grace.
- In some ways it is a struggle between pragmatic desires to define specific targets and goals and a less-tangible keeping the conversation going so the spirit will speak.
- We did agree that planning could be a resource to any committee that has an idea and Planning, with an intended broader view, could help find a path forward.
  - Stay tuned for further updates as we work through these discussions
- We, as a committee, invite any committee to engage our members in your own discussions in any manner you feel it would be helpful.

Jim Wicks

**Communications**

- The Communications Committee met on August 30th at the church with Lori Armstrong. Members in attendance were Chris Cooke, Kenji Marui and Pat Morrison.
- The Committee welcomes Marianne Nichols! Marianne has expressed an interest in refreshing the bulletin boards within the church and supporting event advertising.
- The Committee endorsed a final version (and variants) of the Grace United Church logo developed by Becky Allen. It was agreed we would begin using the new logo in email signatures, letterhead / envelopes, and in the Sunday worship presentation. On September 11th, Chris Cooke will use the "minute" before worship to explain the steps taken to develop the logo and the symbology.
- With a new logo available, the committee would like to:
  1. Refresh/replace the brochures/materials displayed in the pews, including the development of a "Contact Card" (both physical and digital).
  2. Paint the new logo on the gym wall. This will help develop pride of place, and create a photo worthy location for visitors.
  3. Upgrade the software running our website and refresh the design.
  4. Refresh the Facebook and YouTube banners.
  5. Refresh the church sign.
- These projects will move forward at their own pace, consulting with committees as necessary.
- The committee will be exploring installation of a "welcome kiosk" in the narthex (sanctuary lobby). Even prior to the pandemic, the congregation had begun transitioning greeting, offering and information sharing to plastic tables. Now, as we move out of pandemic, there is an opportunity to design a fit-for-purpose kiosk. What other practices begun during pandemic may now be permanent? How might committees better support these new practices?

Chris Cooke

**Property**

- Several repairs completed over the summer, including 3 toilet repairs/replacements, bearings replaced on a Sanctuary HVAC unit, and leak repaired in Office #3.
- STEM Camp summer rental was successful, and we expect they will be back in 2023.
- Although Pathways rental was also successful, they will likely move to a school location next year.
- Work in progress to repair or replace the Main Kitchen light fixtures.

John Cooke

**Trustees**

- No report

**Ministry & Personnel**

- No report

**AOTS**

- No report

**Region updates**

- The region will be meeting on-line October 28-29.
- Pat and Kenji are involved with a regional Youth Rally event at Lambton Centre (November 4-6).
- Kenji is also acting as pastoral charge supervisor for Walpole Island United Church during their search for a new minister.

Kenji Marui

**11. Closing**

- Closing prayer.
- Next regular meeting: November 2, 2022. 7 pm.

**12. Adjournment, Meeting closed at 9:10 pm**

**Motion to adjourn: [Leslie Veldman / Regan Pfaff-MacDonald ] – Carried.**

Next regular meeting: November 2, 2022 7 pm.

**2022 Devotion Responsibility:**

JANUARY –CC&G  
 FEBRUARY –AOTS  
 MARCH – Property  
 APRIL – Planning  
 MAY – Trustees  
 JUNE – Worship  
 JULY - na  
 AUGUST - na  
 SEPTEMBER – na  
 OCTOBER – Finance  
 NOVEMBER – Outreach  
 DECEMBER – M&P

**2022 Sunday Lock-up Responsibility:**

JANUARY – Worship  
 FEBRUARY – CD  
 MARCH – CC&G  
 APRIL – AOTS  
 MAY – Communications  
 JUNE – Finance  
 JULY – Outreach  
 AUGUST – M&P  
 SEPTEMBER – Property  
 OCTOBER – Planning  
 NOVEMBER – Trustees  
 DECEMBER – Worship

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Al Shaw, Council Chair

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Cecily Chiles, Council Secretary